

not coerce an employee to participate in religious activities (or to refrain from participating in otherwise permissible religious activities) by offering better (or threatening worse) employment conditions. And this means that an agency shall prevent any supervisor or any employee from engaging in religious harassment or creating, through the use of intimidation or pervasive or severe ridicule or insult, a religiously hostile environment.

Third, agencies must reasonably accommodate employees' religious practices. The need for accommodation arises in many circumstances—for example, when work schedules interfere with Sabbath or other religious holiday observances or when work rules prevent an employee from wearing religiously compelled dress. Once again, governmental interests in workplace efficiency may be at stake in such cases. But an agency, as specified in greater detail in the Guidelines, must always accommodate an employee's religious practice in the absence of nonspeculative

costs and may need to accommodate such practice even when doing so will impose some hardship on the agency's operations.

All of these principles are related. All are but variants or applications of a single rule of neutrality and fairness—that agencies shall treat employees with the same respect and consideration, regardless of their religious beliefs. Whether by allowing religious speech, preventing religious coercion or harassment, or making accommodations to religious practice, the Federal Government must act to ensure that the Federal workplace is generous to followers of all religions, as well as to followers of none. The Guidelines will advance this goal. Although they doubtless will leave unresolved many difficult questions arising from specific factual contexts and circumstances, they will clarify the obligations and appropriate commitments of the Federal Government, acting as an employer, to protect and enhance religious freedoms.

WILLIAM J. CLINTON

## Statement on Child Safety Locks for Handguns

*August 14, 1997*

This week, Smith and Wesson, the world's largest manufacturer of handguns, announced that it is forging a partnership with the Master Lock Co. to provide a child safety lock with every handgun sold for commercial use. I applaud both of these companies for their efforts to promote gun safety.

I particularly want to commend Smith and Wesson for taking an important and responsible step for children's safety. Child safety locks are the right thing to do. In 1994, 185 children were killed by accidental gunshot wounds. That is why my anti-gang and youth violence legisla-

tion would require that all federally licensed gun dealers provide such safety devices with every handgun sold. And that is why on March 3d I ordered all Federal agencies to provide child safety locks with the thousands of handguns they issue to Federal law enforcement officers.

Child safety locks have garnered the wide support of law enforcement, the medical community, many local governments, and now a part of the firearms manufacturing industry. This fall the full Senate considers the anti-juvenile crime legislation. I hope they will include the child safety lock as part of the legislation.

## Remarks at the National Archives and Records Administration Announcing the White House Millennium Program

*August 15, 1997*

Thank you very much. Governor Carlin, thank you for hosting us here in this wonderful place,

in the shadow of our most important historical documents. I thank the British and Australian